

Request for Proposals (RFP)

The SafetyRespectEquity (SRE) Coalition works to ensure safe, respectful, and equitable Jewish workplaces and communal spaces by addressing sexual harassment, sexism, and gender discrimination. Currently composed of more than 100 organizations, funders, individuals, and experts, the Coalition serves as both catalyst and resource: to support, coordinate, and amplify change in Jewish organizations, as well as to accelerate a broader cultural shift.

Specifically, the Coalition is focused on three main objectives:

1. **Organizational Change:** Jewish organizations should work to implement comprehensive policies, procedures, and training for all levels of staff and volunteers; demonstrate a recognition of and intolerance for boundary violations and situations that make people feel uncomfortable due to sexual innuendo and behaviors; and provide systems that will enable both victims and bystanders to report incidents and have them swiftly and fairly addressed.
2. **Culture Shift:** As a community we should work to address the underlying systemic issues of sexism and prejudice that give rise to environments where bias and abuse persist. Professionals and lay leaders must embrace their role as change agents, and eliminating victimization and discrimination must become a top-of-agenda issue for the communal workforce and the community at large.
3. **Leadership Commitment:** Any successful effort should be widely embraced and prioritized by a broad cross-section of organizational and communal influencers who not only draw upon shared knowledge, but also have the power to change individual and organizational norms and behaviors.

To achieve these objectives, a core strategy of the Coalition is to build field and organizational capacity through grantmaking. In fall 2018 the Coalition infused \$500,000 in Rapid Response Funding for immediate training and capacity-building efforts. Now, the Coalition is pleased to announce a Request for Proposals (RFP) for a total of \$250,000 in grants through the Organization Capacity-Building Grant.

The Organization Capacity-Building Grant will prioritize critical capacity-building efforts within organizations to implement the Coalition's [Standards](#) for safe, respectful, and equitable workplaces and communal spaces. **The Coalition seeks to award grants of \$25,000 to \$75,000 to a small number of organizations that will train and support their staff, boards of directors, and communities in preventing and addressing sexual harassment, sexism, and gender discrimination.** As we cannot reach all organizations, we will prioritize grants to large network/umbrella organizations and/or coalitions/collaborations of organizations (e.g., organized by region, sector/service, target constituent) that can leverage the grant to train and support multiple organizations or affiliates at a critical mass.

Grants will be made for a one-year term. They may be renewable through additional Coalition grantmaking in 2019 and/or 2020.

Grantmaking Criteria

Organizations must meet at least one the following criteria to be eligible for the Organization Capacity-Building Grant:

- **Be a 501(c)3 public charity.** Coalitions or collaboratives are encouraged to apply, but only one organization may receive the grant.
- **Be fiscally sponsored by a 501(c)3 public charity.** Organizations that do not have 501(c)3 status will need to apply through a fiscal sponsor that has 501(c)3 status. The fiscal sponsor must submit the grant application and, if a grant is approved, be able to receive and manage the funds.

The Coalition will prioritize grants to applicants that:

- Directly advance the Coalition's objectives to catalyze organizational change, culture shift, and leadership commitment.
- Address the implementation of the Coalition's [Standards](#) within an organization and its affiliates or within a coalition/collaboration.
- Have adopted the Coalition's [Commitment](#) and completed the Coalition's [Diagnostic](#) and have an active and engaged board of directors and executive leadership committed to this work.

Additionally, the Coalition will evaluate the extent to which the applicant demonstrates:

- Commitment and Readiness
 - Understanding of the organization's efforts to date in implementing the Standards, including areas of progress and remaining gaps.
 - Thoughtful reflection on the challenges encountered and lessons learned to date.
- Potential for Impact
 - Thoughtful and realistic activities that are appropriate for the proposed timeline and budget.
 - Potential to have a significant and sustained impact on the organization and its affiliates or on the coalition/collaboration.
 - A plan for measuring and tracking impact.
 - Extended reach/scale (i.e., contribute to reaching most Coalition organizations).
- Collaborative, Inclusive, Resourceful Approach
 - Application of resources, knowledge, and professional expertise that exist within and beyond the Jewish community to support the project.
 - Collaboration across professional and lay leadership of organization with shared ownership and decision-making in the project.
 - Engagement with key stakeholders needed to create the intended change – including those most affected, when possible.
 - Dedicated organizational resources (e.g. commitment to funds, staffing) to work toward implementation of Standards.

Proposal Submission Instructions

To apply, complete and submit a proposal to the SRE Coalition via an online application, which will be

available in mid-February 2019. Preview the proposal questions in the accompanying application document.

The deadline for the Organization Capacity-Building Grant is March 26, 2019, at 11:59 pm ET. Awards will be announced in May 2019.

For questions, please contact coalition@safetyrespectequity.org.

Proposal Development and Review Process

RFP Development Process

Third Plateau Social Impact Strategies, the strategy firm serving as the Coalition's project manager, solicited feedback from the Coalition's Executive Committee and Leadership to surface from the field the most critical needs for field-wide capacity-building.

Grant Review Process

Once applications are submitted, Third Plateau will coordinate their review through the following:

- **Programmatic Review:** A small group consisting of at least one representative from the Coalition's Executive Committee, one representative from the Coalition's Leadership, a Third Plateau representative, and an expert on the Standards will conduct a programmatic review of the proposals. Each reviewer will score the application using a rubric aligned to the application questions and criteria. Scores from each reviewer will be averaged for each application and used to inform a recommendation as to whether the project should be funded.
- **Due Diligence Review:** The Coalition's fiscal sponsor, the New Venture Fund, will conduct due diligence on each prospective grantee and highlight any compliance, financial, or other risks.
- **Final Review:** As the Coalition's grantmaking body, the Advisory Board is responsible for making final grant recommendations to the fiscal sponsor. Third Plateau will prepare a docket for the Advisory Board that synthesizes recommendations and findings from the programmatic and due diligence reviews. Advisory Board members will seek consensus on the projects that will receive funding and the amount and terms of each grant, with decisions made by a majority vote when needed. Grant decisions will be finalized by the New Venture Fund.

SRE Coalition Donors

The Coalition is grateful to the following donors who collaboratively contribute to the Coalition's operations and grantmaking.

- Charles and Lynn Schusterman Family Foundation
- Jim Joseph Foundation
- The Harry and Jeanette Weinberg Foundation
- Aviv Foundation
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